OFF THE TRACK

...AND ON THE TABLE

Collective Bargaining Bulletin of Non-Academic Senate Faculty of the University of California

Non-Senate Collective Bargaining *Update*

SEPTEMBER 1985

Month 16 — The collective bargaining process continues. For some of those in the University community it has become an exercise (either in frustration or intellectual); for others only one of a myriad of issues confronting the University; for several it (and therefore, we) represents a threat to their power base and thus to the institution; and for a few, unfortunately a very few, this is an opportunity to enhance the UC system while fulfilling a moral and ethical commitment to those who serve so well.

For each of you there is curiosity and support in anticipation of an agreement which will provide academic treatment and involvement as well as dignified conditions of employment. And finally for those of us on the collective bargaining team and in the University Council leadership, this process demands determination, tenacity, and a sturdy constitution with which to pursue our mutual goals.

And so we come to you once again, friends and colleagues, for your strength, understanding and support. If our end-of-summer bulletin makes you angry and frustrated with the University's administration, then you understand how we feel and how it becomes more and more difficult and at the same time more and more essential to remember our commitment to our students and colleagues and to exellence in education.

Now to the business at hand. While the collective bargaining team has taken the position that the law which governs us provides for all of us in the non-senate instructional faculty unit to receive the same entitlements which we have always received as UC employees, including the cost-of-living increase (range adjustment) and the changed benefits, the University contends that the range adjustment must be bargained with the rest of the agreement and thus will not be implemented until the conclusion of the agreement. We are filing an unfair labor practice with the Public Employment Relations Board (PERB) to secure these entitlements for you.

However, the University has decided in the interest of its "paternalistic" concern to offer us the changed benefits but not the range adjustment. You have already received information from the University describing the changes in benefits. You might then ask, as we have, why are they concerned about our being able to separate long-term disability from retirement when over 60% of our unit are currently ineligible for any benefits; why do they want us to have access to deferred annuities when the average member of our unit earns $12,800 per year; and why are they concerned about our ability to defer child care costs when our unit, which is 53% women and minorities, has no maternity or paternity leave at all? And finally, where is their "paternalistic" concern for our colleagues when the average member of our unit is only employed by the University in a non-senate position for less than two years??? Good questions!!!

We believe that the answers to these questions are obvious. While the University administration is still interested in attempting to hold the team and all of you hostage to the salary adjustment, they do not want to incur the costs of implementing two benefits structures—one for us and another for other UC employees. We can assure you that if the University properly agrees to provide all of our entitlements that we'll get them to you as soon as possible.

So, while they are not concerned enough with any of us to worry about our ability to meet increased costs on one hand, they are so worried about us having access to new tax deferred annuity plans that they send you letters about all of the things you are being denied because of collective bargaining.

In concluding this update we want to remind you that the sacrifices you are now making provide the strength and support with which we can and will continue to fight for all of the issues which concern us including maternity leave, job security, shared governance rights, professional development leaves and funds, equal pay, and peer review as well as salaries and benefits. You provide important support for our belief that the agreement which we will achieve will compensate for all of our sacrifices and patience.

Together we will abolish the University of California's own form of slavery and second-class citizenship. We are joined in that goal by some of our senate colleagues, librarians, and researchers. We are joined in that goal by many students and alumni. And we are joined in that goal by taxpaying citizens in this state and by the legislators in the State of California who represent them. Together we'll pursue the highest standards of, and commitment to, the teaching mission of the University of California.

AN IMPORTANT P.S. — We are still waiting to hear from the University on one important issue related to retirement and pension funds—the Regent's decision to allow us to choose an investment fund for our own retirement contributions which does not include investments in companies doing business with South Africa. We'll keep you posted on this important question.

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UPAY 669 (10/80)

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CAMPUS	LOC	EMPLOYEE I.D.	DATE

ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING: DATE

LAST NAME, FIRST, MIDDLE INITIAL	MONTHLY DEDUCTION	ENROLL	CANCEL	CURRENT AMOUNT
DEPARTMENT EMPLOYED AT U.C.	DUES			
TITLE AT U.C.	INITIATION FEES			
ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)	GENERAL ASSESSMENT			
		TOTAL		

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made.

Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE	DATE

FOR UNIVERSITY USE ONLY

TRAN CODE (1 2)	EMPLOYEE ID NO. (4 12)	DATE (13 18) MO DY YR	ELEMENT NO. (19 22)	BAL CD (23)	AMOUNT (24 30)
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